

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

DIRECTOR OF GOLF PROFILE: GOVERNORS CLUB CHAPEL HILL, NC

THE DIRECTOR OF GOLF OPPORTUNITY AT GOVERNORS CLUB

Located in Chapel Hill, North Carolina, Governors Club is nationally recognized for its beautiful, natural setting, championship 27-hole Jack Nicklaus Signature golf course and member-owned country club.

The club is seeking an experienced Director of Golf with extensive leadership and excellent communication skills to oversee the award-winning golf operation. Governors Club has welcomed an influx of new members relocating to the community within recent years, along with an increase in golf activity. The Director of Golf will play an integral role in both the continuity and expansion of the exceptional golf program.

Visibility, member engagement, and a desire to build and maintain member relationships will be important in this role, along with the ability to relate to club leadership, committees and the Board of Directors in a respectful and diplomatic manner. A passion for mentoring and team member development will be a trademark for this individual.

[Click here to view a brief video about this opportunity.](#)

ABOUT GOVERNORS CLUB

Governors Club is a nationally recognized private club community located in Chapel Hill built around an award-winning 27-hole Jack Nicklaus Signature golf course and member-owned country club. A Platinum Club of America and Distinguished Club, Governors Club is the Research Triangle's only gated golf community.

The Research Triangle is home to a wide variety of "tech" companies and is anchored by The University of North Carolina in Chapel Hill, Duke University, and North Carolina State University.

The community is home to more than 900 families and offers exceptional amenities to Club members. The centerpiece of the community is the Club and its 27 holes of Nicklaus golf, which take full advantage of the 1,600-acre property and varied terrain. It offers variety, great natural beauty and thoughtful design with three distinct nine-hole courses, the Lakes, Foothills and Mountain. The courses satisfy golfers at all levels, and the four-season climate and mild winters allow year-round play on the championship Jack Nicklaus Signature courses.

The year-round practice facilities include a double-ended practice tee and range, 5,000 sq. ft. of practice putting greens, pitching and short game area with practice green, and greenside and fairway practice bunkers.

Members at GC also enjoy year-round racquet sports with 6 Har-Tru clay surface hydrocourts, 2 MondoTen hard surface courts, 4 Plexipave Pickleball courts, and a vast offering of adult and junior clinics, private instruction, summer camps, and more. The Wellness Center is equipped with state-of-the-art cardio and resistance machines and offers group fitness classes, ranging from yoga to indoor cycling, and everything in between. The large outdoor pool features an expansive pool deck and summer pool grill, and the Wellness Center also has an outdoor splash pool for kids and year-round indoor pool.

The culinary team creates seasonal menus and provides the latest in cuisine, from farm-to-table to sushi and wine events.

GOVERNORS CLUB BY THE NUMBERS:

- The Club has approximately 695 members in all categories

- The initiation fee is \$52,500
- Annual dues/fees regular members are \$9,840
- The golf shop and all concessions are owned by the club
- Hard good volume approximately \$180k; soft goods volume approximately \$270k
- Approximately 39,000 rounds of golf annually
- Golf Operations Employees: Approximately 30 total team members including full and part time.
- Current lesson fees: up to \$100/hr. based on the individual professional
- The Club uses Jonas for its accounting and POS
- The Club is organized as a For profit corporation
- Average of the membership is approximately 63 years of age

GOVERNORS CLUB WEBSITE: www.governorsclubnc.com

GOVERNORS CLUB DIRECTOR OF GOLF POSITION OVERVIEW

The DOG must be an exceptional leader and manager who recognizes and respects the contributions of volunteer members and staff of all levels. The DOG must be capable of both guiding and holding members and staff accountable to achieving and maintaining high standards. The DOG is expected to be a passionate, innovative leader and to inspire his/her team to have a similar enthusiasm and levels of performance. This individual will exhibit “Gravitas” that will excite the membership and drive them to respect and trust their new professional. This person should enjoy being extremely visible around the club and at all key golf events.

He or she will directly manage the golf operations department and work closely with the Director of Agronomy and other department heads, while reporting to the GM/COO, and being an active participant on Greens and Golf Committees. The DOG must possess a “diplomatic gene,” be a strong “consensus builder” and recognize that his/her primary focus will be on creating and executing an “exceptional club member golf experience” and provide innovative and relevant programs for all constituencies within the membership. Embracing input from the membership, staff and the COO will come naturally and be enjoyed by the new DOG, and he/she will lead and deliver the changes necessary to keep Governors Club in the top echelon of clubs in the Carolinas. The DOG additionally works closely with all club department managers to ensure Governors Club mission, values, and objectives are met. A highly visible position, the Director of Golf requires a large presence with strong leadership and communication skills.

The DOG is expected to be a strategic leader of the golf experience at GC and therefore a person who tightens members’ connections to the game of golf because of the way he/she naturally energizes their interest and participation! The DOG at GC is truly the “golf ambassador” of the Club.

He/she must embody the highest levels of integrity, professionalism, diplomacy and be highly engaged and deliver visible presence with both members and staff. He or she will be a “go to” individual who takes ownership of the operation and acts as a strong mentor and proactive catalyst for continual operational evaluation for improvement.

The DOG’s direct reports at present include the Head Golf Professional, Director of Instruction, 3 Assistant Golf Professionals, Merchandiser Manager, and 15 Outside Operations Staff.

Critical success factors for the new DOG include:

- Ability to secure high levels of membership satisfaction, primarily through being a positive, respectful, and highly interactive presence
- Desire and talent to grow the game, especially with ladies and junior programs
- Ability to create a strong identity for GC professional staff and develop/implement an effective plan to attract, retain, mentor, and develop golf staff talent by building a reputation at GC that it is where you want to be to further your career
- Ability to develop and maintain, and consistently enforce, high standards of conduct, performance, and standard operating procedures. To be successful at GC, leading with respectful but unwavering commitment to equal application of rules and standards is critical. Additionally, continually looking for new and better means of ‘managing’ all aspects of the operation---from management of the three 1st tees to the practice facilities, to on course play and more---is an expectation of the GC COO, Board and Golf Committee.

- Financially astute with fiscal operations and budget development and able to effectively guide a large-scale operation, likely to increase in overall revenues at the completion of construction
- Being consistently innovative and highly visible and ensuring the same level of engagement from the team in his or her absence; setting performance management standards and expectations and executing to them is especially important.
- Ensuring that all members within the Club look at him or her as “our” DOG; not viewed as being partial or showing favoritism to a group. An inclusive mindset will serve the DOG well in his/her new role.

There are areas within the GC golf operations that are performing at a very high level and may need to simply continue or need only slight “polishing.” Understanding when and where to prioritize is very important.

The new DOG will be expected to inject a fresh focus and innovation into the golf program and create an enhanced culture of professionalism and service at GC. Instituting programs that get the professional staff actively involved in working with and playing with members on a regular basis, thus enhancing their own connectivity and skills as professionals must be important in the new DOG’s prioritization of focus and overall mentoring role.

While they are looking for the “consummate golf professional” in all aspects of competencies and experiences, the successful next DOG needs to be a great “generalist;” meaning a good player, a good instructor, a good merchandiser, a good innovator, a good tournament host and marketer, but above all, a great communicator! Appropriately balancing the demands for one’s time--- leading, managing, merchandising, training, playing, etc.---primarily defaults on personal presence, relationship building and ensuring a consistent, high-level delivery of the “GC Experience.”

We are looking for a “special person” who embraces the golf experience and culture at GC, and who, by personal energy, enthusiasm, and commitment, creates support for his or her efforts.

While all typical competencies are important, our need is for a Director of Golf who will take a proactive look at the Club’s tournament and event calendar, collaborating with the Golf Committee, COO and Senior Staff to ensure that planning, coordination, and elevation of the experience for each activity occurs. Additionally, a proactive look at weekly, regularly scheduled activities and events is necessary, injecting new energy and considering potential enhancements to each. He/She must work closely with the Director of Agronomy and other key Departments in coordinating planned closures for events and scheduled maintenance, demonstrating a strong “team player” leadership role.

The DOG will be primarily responsible to ensure that an appropriate array of merchandise, both hard and soft goods, is available for members and that the GC logo/brand is enhanced through quality good and proactive hospitality service in the club owned Shop.

CANDIDATE QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed above are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

Preferably, a college degree, and hold a minimum of a “Class A” card and be a registered member of the PGA. Further, a verifiable commitment to continuing education within both the PGA and potentially CMAA, as there is a strong desire in place for candidates with leadership skills beyond golf operations.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefit package including payment for annual PGA dues and education expense.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Mr. Doug Shifflett, Governors Club COO, and the Director of Golf Search Committee and clearly articulate why you want to be considered for this position at this stage of your career and why Governors Club and the Research Triangle region of North Carolina will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Monday, November 14, 2022. Candidate selections will occur later that month with first Interviews around the first week of December. Ideally, the new Director of Golf will commence his/her role by February 1, 2023.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – GOVERNORS”

(These documents MUST be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Patty Sprankle: patty@kkandw.com

Search Executives:

Paul K. Levy, PGA, CMAA

Search & Consulting Executive

760-417-9048 (M) – Pinetop, AZ

paul@kkandw.com

Kurt D. Kuebler, CCM, CMAA Fellow

Partner, KOPPLIN KUEBLER & WALLACE

561-747-5213 (O) – Jupiter, FL

kurt@kkandw.com